

## Position Description – Associate Professor and Director RTH SA

Updated 06 August 2026

| POSITION DETAILS    |                                                       |
|---------------------|-------------------------------------------------------|
| College/Portfolio   | College of Medicine and Public Health                 |
| Organisational Unit | Rural and Remote Health                               |
| Supervisor (Title)  | Dean RRH, Rural and Remote Health (or delegate)       |
| Classification      | Teaching Specialist (Clinical / Practitioner) Level D |
| Employment Type     | Fixed Term, part-time                                 |

| POSITION SUMMARY                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                |
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| <p>This Teaching Specialist (Clinical/Practitioner) position, with its primary focus on teaching and teaching-related activities and has an important role to play in the University's achievement of its strategic plan, , Impact. With Purpose:2035 Agenda.</p> <p>The University is committed to a student-centred ethos and to developing creative, enterprising, career-ready graduates prepared to become lifelong contributors to society. In accordance with the strategic plan, the University seeks to:</p> <ul style="list-style-type: none"> <li>• deliver a richly interactive and personalised approach to learning focussed on student success;</li> <li>• be an international leader in educational innovation, advanced learning technologies and learning analytics; and</li> <li>• develop enterprising graduates equipped with the skills required for success in the knowledge economy.</li> </ul> <p>The Associate Professor will provide high level leadership and direction in delivering excellence in teaching and learning across the suite of topics in the SA Rural Medical Program (SARM). The Associate Professor will be responsible for providing sustained leadership in teaching and the scholarship of teaching through original and innovative contributions which deliver excellence in teaching.</p> <p>The Associate Professor will work collaboratively with the Relevant MD Program Leads and other members of the MD Executive and leadership team to strengthen connectivity and alignment between SARM and the broader MD Program, particularly in relation to clinical teaching and educational delivery. This will include fostering strong academic relationships across rural and metropolitan delivery, supporting consistency and integration in curriculum and educational approaches, and contributing to the ongoing development and quality of medical education across the program.</p> <p>The Associate Professor will also make a significant contribution to leadership and managerial activities of the College and/or University and be recognised for their contribution to the profession at the local, national and international level.</p> <p>The incumbent will also lead Regional Training Hub (RTH) SA initiatives to provide strategic leadership to strengthen medical specialist and rural generalist training across South Australia. Through collaboration with health services, professional bodies, and government stakeholders, the role drives the development of training pathways, supports accreditation and supervision capacity, and promotes rural medical careers through mentoring and workforce initiatives. Working closely with medical students, junior doctors, health services,</p> |

and community stakeholders, the incumbent will promote rural career pathways through mentoring, career planning, and placement opportunities while driving initiatives that enhance training capacity and workforce sustainability.

This role will be based on one of Flinders Rural and Remote Health SA campuses.

### UNIVERSITY EXPECTATIONS AND VALUES

All staff at Flinders are responsible for understanding their obligations and responsibilities as set out in the University's code of conduct and are expected to:

- demonstrate commitment to the University's values of Integrity, Courage, Innovation, Excellence
- demonstrate consistent alignment with the University's strategic priorities through daily decisions, teamwork and behaviours that reinforce the strategic intent;
- contribute to the efficient and effective functioning of the team or work unit in order to meet the University's objectives. This includes demonstrating appropriate and professional workplace behaviours, providing assistance to team members if required and undertaking other key responsibilities or activities as directed by one's supervisor;
- promote and support an inclusive workplace culture which values diversity and embraces the principles of equal opportunity;
- perform their responsibilities in a manner which reflects and responds to continuous improvement; and
- familiarise themselves and comply with the University's Work Health and Safety, Injury Management and Equal Opportunity policies.

*Flinders University is committed to providing a safe, respectful and inclusive environment, free from gender-based violence. Appointment to this role is conditional on the completion of required pre-employment checks and declarations, each of which must be satisfactory to the University. This includes a Gender-Based Violence declaration, in accordance with the National Higher Education Code to Prevent and Respond to Gender-Based Violence (2025), and a Nationally Coordinated Criminal History Check.*

*In addition, it is a requirement of this position that the incumbent maintain a current Working With Children Check which is satisfactory to the University in accordance with the Child Safety (Prohibited Persons) Act 2016 (SA).*

*Staff working in a health care setting are strongly recommended to be fully vaccinated against COVID in line with the SA Health policy.*

*A valid driver's licence is required for this position.*

### KEY POSITION RESPONSIBILITIES

This position is predominantly concerned with providing high level leadership, management and direction related to teaching and teaching-related duties involving the creation, delivery and continuous quality improvement of university-level education. It includes (but is not limited to): direct teaching informed by approaches that enhance the student experience; educational leadership; curriculum design and review; delivery innovation; advancements in education technologies; and leadership in ensuring internal and external compliance and accreditation of courses. This role contributes to MD curriculum delivery through the MD governance model and works under the curriculum direction of the relevant MD Program Domain Lead, MD

Year Level Domain Lead and/or Block Lead. The position is also expected to make a leadership contribution to high-quality university, professional and community service, which may extend from the local level to national and/or international. The position does not include making a research contribution.

Teaching:

- Provide local leadership, supervision and support to SARM academic and teaching staff, fostering a collaborative and high-performing teaching environment, supporting staff capability and professional development, and promoting consistent, high-quality clinical teaching and educational delivery across the program.
- Create, coordinate and conduct inspiring teaching informed by approaches that enhance the student experience, with a focus on clinical topics, across the clinical years in the SARM Program, with a focus on clinical skills training and/or supervision of students undertaking clinical placement.
- Provide leadership of the South Australian Regional Training Hub, including monitoring and evaluating the impact of training initiatives on regional and rural workforce outcomes.
- Build and strengthen relationships with health services and relevant stakeholders to promote and support integrated medical education pathways across undergraduate, junior doctor, and registrar training.
- Provide mentoring, career guidance, and professional development support to medical students and junior doctors to encourage rural and remote career pathways.
- Lead the provision of academic counselling and pastoral care, offering advice on studies, professional development, and career opportunities in conjunction with academic staff. Contribute to the planning and evaluation of these topics, undertaking the roles of Topic Coordinator and Course Coordinator as required.
- Play a lead role in the review, renewal, development and design of curricula and courses that are attractive to existing and new cohorts of students and that nurture creativity and critical-thinking skills.
- Provide support, academic counselling and professional advice to students concerning their studies, professional development and career opportunities.
- Make effective use of innovations and technologies in teaching practice.
- Provide educational leadership and dissemination of best practice, ensuring awareness and utilisation of contemporary education principles.
- Engage in coaching, mentoring, supervising student projects; research higher degree supervision as an Adjunct Supervisor.

University, Professional and Service:

- Contribute at a significant level in the SA Rural Medical School program administrative activities such as leadership on committees and working groups and attendance at and/or coordination of meetings.  
Developing strong networks and working relationships with the SA health sector to develop career pathways for medical graduates in South Australia
- Undertake leadership and managerial level administrative activities as determined by the Dean People and Resources.
- Undertake a leadership and managerial role to mentor colleagues and involve industry mentors in academic and professional development activities.

- Significant involvement in and/or leading activities relating to internal and external compliance and professional accreditation of courses.
- Maintain professional knowledge relevant to teaching within their discipline through scholarship and professional development.
- Engage in activities within a relevant external professional domain such as professional associations, conferences and workshops, and within a wider community context at local, national or international level.
- Provide leadership in, coordination of, development of and/or leading international activities including student mobility programs, internationalisation of curricula and ensuring the relevance of curricula to international students that enhance intercultural skills development in students;
- Provide high quality contribution to community service on behalf of the College and University, with a focus on opportunities that maintain clinical skills currency.
- Undertake activities that promote the development of productive partnerships to provide opportunities for students and promote graduate employability.
- Some out of hours work (including weekends) as well as travel, both regionally within the South Australia and interstate is required for this position and may include travel in light aircraft and to regional areas.
- Any other responsibilities in line with the level of the position as assigned by the Supervisor and/or the University.

#### KEY POSITION CAPABILITIES

- Doctorate in a related field or equivalent clinical/professional experience and standing.
- Currently registered or eligible for registration with the Australian Health Practitioner Regulation Agency (AHPRA).
- Relevant and extensive contemporary clinical experience.
- A strong understanding of pedagogical theory and contemporary educational practice relevant to the discipline.
- Significant and sustained evidence of excellence in teaching performance at a tertiary level, inclusive of simulation and/or clinical setting with evidence of a distinguished personal contribution.
- Significant and sustained evidence of leadership in the development, delivery and evaluation of innovative teaching and learning strategies both in the classroom and in clinical education and across disciplines.
- Demonstrated evidence of sustained capability of providing a distinguished contribution to scholarship in teaching through participation in teaching and learning strategies and in professional development in higher education teaching.
- Evidence of management of a teaching program including ability to lead a team of academics and mentor such individuals in the delivery of innovation and excellence in teaching.
- Significant demonstrated understanding and experience of curriculum reviews and internal and external accreditation activities.



- Demonstrated strong understanding of the nexus between teaching and learning, research and scholarship.
- Evidence of the ability to work collaboratively across an organisation and with external partners towards the development of shared projects and initiatives.
- Demonstrated excellent oral and written communication skills and interpersonal skills, including the ability to establish and maintain effective relationships with staff, students and industry.
- Evidence of upholding the values and ethos of the University.

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